

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, JULY 12, 2010**

For the month of July, the Bristol Warren Regional School Committee suspended its bi-monthly meeting schedule; the single July meeting was held on Monday, July 12, 2010, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. The Chairperson, Paul Silva, called the meeting to order at approximately 7:10 PM.

Present: Paul Silva, Chair, Paul E. Brule, Vice-Chair, William M. O'Dell, Treasurer, Marjorie J. McBride, Secretary, Diana B. Campbell, Karen A. Lynch and John P. Saviano; Melinda L. Thies, Superintendent; Mario J. Andrade, Assistant Superintendent; Pauline A. Silva, Director of Administration and Finance; Leslie J. Anderson, Director of Pupil Personnel Services; Mary N. Almeida, Director of Literacy and Title I; and Andrew D. Henneous, Esq., District Solicitor

Absent: Denise R. Arsenault and John C. Bento

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the Flag.

PUBLIC COMMENT

See notation under Superintendent's Recommendation #S2010-39 Personnel.

PUBLIC FORUM

None

CONSENT AGENDA

Mr. Silva removed Superintendent's Recommendations #S2010-38 and Section C of #S2010-39 from the consent vote for executive session discussion.

MOTION: Mr. Brule motioned to approve the remainder of the consent agenda. Mrs. McBride seconded. The motion to approve passed by a vote of 7 to 0.

Mr. Silva announced that the Committee just appointed a number of new teacher leaders, new positions that are the result of an agreement with the BWEA which helps us balance the budget for next year. Mr. Silva thanks the union for their cooperation. Mrs. Thies added this re-design is grounded in strong educational rationale; an exhaustive process was followed to arrive at the four broad content area departments—Arts and Applied Arts, Humanities, STEM (Science, Tech Ed and Math), and Health and PE. Because of the breadth of these departments, two teacher leaders (responsible for

exigencies), are assigned to each department along with the Department Chair, with the exception of Health and PE, which will have only a Department Chair. This new arrangement garnered \$300,000 in savings; something similar is occurring at the Middle School. These are all full-time teaching positions.

MOTION: Mr. Brule motioned to seal the minutes to the June 28 Executive Session; Mrs. McBride seconded. The motion passed by a vote of 7 to 0.

BUDGET FACILITIES SUBCOMMITTEE

Mr. O'Dell reported the next meeting is Monday, July 19, 6:30 PM at 151 State Street; he reminded the subcommittee members to bring their packets on the architect bid.

POLICY/ COMMUNITY AFFAIRS SUBCOMMITTEE

Mrs. Campbell said there are a few policies on the agenda for a second reading tonight; there will be no meeting in August; the next meeting is September 7, 6:30 PM at Oliver. The TAOD (Tobacco, Alcohol and Other Drugs) Policy continues to be debated and discussed; attempts are being made to add pieces to help people understand how to deal with education on tobacco and drugs.

PERSONNEL/ CONTRACT NEGOTIATION SUBCOMMITTEE

Mr. Saviano said a notice was sent to all School Committee members today asking them to submit their teacher contract concerns by July 26, in preparation for the start of negotiations; the clerk will email a copy of the current contract to each member, so each will have the contract in the same format. He asked that all members respond, even if they have no concerns. Mrs. Campbell asked for an understanding of the new mandates. Mrs. Thies referred her to the BEP. Mrs. Thies also explained she has started a series of four study group meetings with a group of administrators to work on teacher evaluation and the teacher hiring and retention policy. Mr. Saviano said each and every concern brought up by the Committee will be considered, the whole contract is up for consideration.

FUTURE ENROLLMENT AND FACILITIES TASK FORCE

Mrs. Lynch reported there is nothing remarkable going on at this time.

CHAIRPERSON'S INITIATIVES

Grant Funding for Mt. Hope Athletic Fields

Mr. Silva did not know why the Bristol Town Council and Town Administrators were not present for discussion; he suggested we continue to go forward with our own plans and invite the Town Council Chair and Recreation Director to our next meeting. Mrs.

Thies had asked the Athletic Director to prepare a report on field use; since Ms. Penkala was not available for this meeting Mr. Rebello explained that in the fall the fields on school property are used extensively by the school and by community groups; in the spring, the use of the complex is limited because of the water issues; competitions must take place at off-campus sites. Mr. Rebello has a 30-page report on field use over a year's time available to anyone interested. He said the turf is average, not durable, and in dry weather takes a beating and is slow to recover; but the biggest issue is the drainage. In summary Mr. Rebello said fields are used to maximum capacity in the fall, and springtime use could be at maximum if there were no drainage issues. Softball practice must be started late because the town beach complex is not available until April 1. Most of the players would consider it a bonus to be able to play on campus.

The District rents half of the Roger Williams University pool at a cost of approximately \$1,100, which is a reduction from the \$5,000 in the past. As a trade off, Roger Williams uses our track and tennis courts (when our teams are not using them). The entire community benefits from the use of our fields and Mrs. Thies will revisit this arrangement with Roger Williams to come to quid quo pro equity. Mr. Saviano feels the field upgrades should be considered, but because of the budgetary devastation we are facing, the return on investment should be compared to the funding necessary to complete the projects in the five-year capital improvements plan.

Mr. O'Dell stated many people are still very much in favor of doing something with the fields since we are so close; however, there is a financial consideration. He is frustrated we are not having the discussion with the Bristol Town leaders. Three years of the five-year asset protection plan are not funded. As Treasurer, Mr. O'Dell cautioned everyone about spending \$250,000 when we have limited funds available to maintain all our facilities; he does not want to let our facilities rot to the point we have to close them down. \$47,000 was spent for an architect to draw up a plan, which has a shelf life of two years in his estimation; he does not want to wait two years and does not want to waist the money already spent; however, he does not see this project moving forward without funding from another source; we need to protect our interests and the District needs to be serviced first; the money is not there, we are in a severe financial crunch.

Mrs. McBride apologized for having missed the last meeting; her physical condition is improving; she thanked everyone for the card. Mrs. McBride stated she understands the concerns, but the Committee has been meeting about the fields over the past five to six years; she is troubled that only Bristol is on the list. After all this time, she feels it is time to "put our money where our mouths are;" it is wrong for our children to be traveling away from our school and community; if we put in the foundation we can get it started and if we do not do it now, we will never get it done.

Mr. Silva said this item was posted on the agenda as discussion on grant funding; he feels it is in our best interest to invite the Bristol Town leaders to the August School Committee meeting. After discussion it was decided that since the consensus of the Committee is to pursue grant funding, Mr. O'Dell will put this discussion on the July 19 Budget Subcommittee Meeting Agenda and invite the Bristol Town Administrator, Director of Parks and Recreation and Chair of the Town Council to that meeting to at least get the ball rolling.

Mrs. Thies said many of these grants are matching grants but this would provide us leverage with access to the fields; she can support this initiative only if we present this in a cooperative fashion; we are facing fiscal challenges and do not want to diminish our capital projects. Mrs. McBride will not agree to turn the fields over to someone else.

Mrs. Campbell, on behalf of Mosaico, thanked Mr. Rebello for posting the notice about mentoring; Mr. Rebello said Mr. Nat Squatrito was responsible.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

Recommendation #S 2010-35: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/

Community Affairs Subcommittee, approve the revised School Committee Policy EEAA Walkers and Riders (Second Reading)

Mrs. Campbell, at the guidance of Attorney Henneous, asked for this recommendation to be withdrawn for purposes of rewording. Mrs. Thies withdrew this recommendation.

Recommendation #S 2010-36: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approve the revised School Committee Policy EEAE Student Transportation in Private Vehicles (Second Reading)

MOTION: Mrs. Campbell motioned to approve; Mr. O'Dell seconded. The motion to approve passed by a vote of 7 to 0.

Recommendation #S 2010-37: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approve the revised School Committee Policy EEAB School Bus Scheduling and Routing (Second Reading)

MOTION: Mr. O'Dell motioned to approve. Mrs. Campbell seconded. The motion passed unanimously.

2010-39 A-G: CONSENT AGENDA – PERSONNEL

A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following

applicants to the positions of five Secondary Teacher Leaders and a Middle School Curriculum Coordinator as listed below:

1. Christine Mullen Arts and Applied Arts Teacher Leader -Mt. Hope High

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

2. Maureen Gauthier Arts and Applied Arts Teacher Leader – Mt. Hope High

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

3. Jodi-Lee Neves Humanities Teacher Leader–Mt. Hope High

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

4. Gregg Burke Humanities Teacher Leader–Mt. Hope High

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

5. Joseph Koger STEM Teacher Leader – Mt. Hope High

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

6. Debra Marshall Curriculum Coordinator (English/Language Arts) – Kickemuit Middle

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

B. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicant to the School of the 21st Century, Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Jason Oldham Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2010-11 school year

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

C. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the

following applicants to the extracurricular positions listed below for the 2010-11 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

FALL COACHES – MT. HOPE HIGH

Sport Position Coach

- 1. Cross Country (Boys) Head Coach Neale Ross ***
- 2. Soccer (Girls) Head Coach Roy Borges**
- 3. Soccer (Girls) Asst. Coach Gina Calenda ***
- 4. Soccer (Girls) Asst. Coach Kerri Ferreira**
- 5. Tennis (Girls) Head Coach Geoffrey Keegan ***

*** Pending satisfactory completion of pre-employment requirements**

D. CLASSIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following application for a classified substitute pending satisfactory completion of pre-employment requirements:

CUSTODIAN/MAINTENANCE

- 1. Victor S. Lopes**

E. LEAVE OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant a leave of absence for a Middle School Mathematics Teacher as follows:

1. Kristina Pereira Mathematics Teacher – Kickemuit Middle

Effective: September 5, 2010, for 6-8 weeks

Reason: Maternity leave in accordance with

Article 21, Section L1 of the Master

Agreement

F. RESIGNATION: That the School Committee confirm the recommendation of the Superintendent to accept the resignation of Susan P. Martel from the position of Elementary Teacher and Lisbeth Chew from the position of Middle School Library/Media Specialist as listed below:

1. Susan P. Martel Grade Five Teacher – Hugh Cole

Effective: June 30, 2010

Reason: Retirement

2. Lisbeth Chew Library/Media Specialist – Kickemuit

Effective: July 7, 2010

Reason: Personal

G. SUSPENSION, NONRENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: That the School Committee confirm the recommendation of the Superintendent to rescind the vote(s) of

February 8, 2010 as to the following listed teachers and appoint the listed teachers to the positions indicated:

Name Anticipated Assignment

- 1. Caitlin Booth Secondary Mathematics**
- 2. Carol Cappadona Library/Media Specialist (Full Time)**
- 3. Susan Costa Secondary Science**
- 4. Peter Kells Elementary Physical Education/Health**

Public Comment

Mrs. Susan Maisano, whose daughters played on the girls varsity soccer team for a total of seven years, feels the recommendation for the Girls Soccer Head Coach was made in a vacuum; although some of the players were interviewed, it is believed that those players interviewed were chosen based on their opinion of the coach. She said the team went down a division; we must listen to everyone. Mrs. Maisano said it was at a game in another community that she heard about Mt. Hope having a special meeting regarding the coach and a petition. The team would like everyone to be heard. Mr. Silva said he has not received any petition and he prefers things to be said openly. The School Committee is not involved in what goes on in making the recommendation; their role is to either accept or reject the Superintendent's recommendation and Mrs. Thies has made sure the

correct process was followed; all are welcome to share their thoughts with the Committee.

Victoria Jamiel told the Committee the team is stressed out about the chaos created with it being pre-season and the team not having a coach. Mr. Silva encouraged anyone to talk to the Committee; all are welcome at the subcommittee meetings as well. Mrs. Thies told Victoria there is credence in what she said and explained the delay was necessary to assure the proper interview process was followed. Mr. Saviano asked the players present to give their opinion on the coaching appointments.

Allie Jamiel, a former Mt. Hope soccer player who has since graduated, said the team made the playoffs three years in a row; the team went from first to last place because they lost six experienced girls, not because of the coaching; the head coach is amazing, as are the assistant coaches. Allie feels strongly about Coach Borges saying he is kept to himself, he does not show emotion, he is a real coach and he does not make special friends. Many girls did not want to work and live up to his standards; he is a good person and a hard worker. Victoria added that some girls did not feel comfortable about speaking out because they are still on the team and people would tell the coach what was said.

Edan Donahue, a junior this year, feels that the team has changed, and maybe Coach Borges was a good coach for the types of players

on the past team, but being a different team now, he is not successful with them; she feels he has his group of girls he likes. The team needs someone who understands the type of players they are now.

Mara Newland, a varsity player for three years, believes the reason the team was not successful was because some of the girls did not want to make the effort it takes to be successful and the coach cannot be blamed for this. If you do not apply yourself you will not be successful—coach or no coach; you have to personally want to win and work hard.

EXECUTIVE SESSION - 8:23 PM

MOTION: In accordance with Open Meeting Laws 42-46-5(a)(1)-(9), 2(b), Mrs. Campbell motioned to go into Executive Session at 8:23 PM for legal advice and personnel discussion; some votes will be taken when open session resumes. Mr. Saviano seconded. The motion passed unanimously.

RESUMPTION OF MEETING – 8:55 PM

Recommendation #S2010-39, Section C.

MOTION: Mr. Saviano motioned to approve; Mrs. Campbell

seconded. The motion to approve passed by a vote of 7 to 0.

Mr. Silva announced the coaching appointments that were just approved. He thanked all present for their patience.

Recommendation #S 2010-38: That the School Committee, upon the recommendation of the Superintendent, and supported by the Personnel/ Contract Negotiation subcommittee, approve an administrator's contract as presented.

MOTION: Mr. Saviano motioned to approve; Mr. Brule seconded.

Mr. O'Dell wished to inform the public the reason for his vote: he asked for official notification of who this administrator is and he was denied, and for that reason he is voting no.

Mrs. McBride stated she is voting no because he believes we can do better.

On a show of hands the motion to approve passed by a vote of 4 to 3 with Mr. Brule, Mrs. McBride and Mr. O'Dell opposed.

ADJOURNMENT – 8:57 PM

MOTION: There being no further business to discuss, Mr. Saviano,

seconded by Mr. Brule, motioned to adjourn at 8:57 PM. The motion was unanimously approved.

Respectfully submitted,

Marjorie J. McBride, Secretary

/c